

**RHODE ISLAND DEPARTMENT OF PUBLIC SAFETY**

**Municipal Police Training Academy**

**Community College of Rhode Island — Flanagan Campus**

**1762 Louisquisset Pike, Lincoln, RI 02865-4585**

**Telephone: (401) 722-5808 — Fax: (401) 722-3151**

**Colonel Brendan P. Doherty Chief Anthony J. Silva**

**Commissioner, Department of Public Safety Executive Director**

**Superintendent, Rhode Island State Police Municipal Police Training Academy**

**Police Officers Commission on Standards & Training**

**Meeting Minutes**

**February 26, 2009**

**I. Call to order**

**Colonel Stephen M. McCartney called to order the regular meeting of the Police Officers Commission on Standards & Training (POST) at 10:12 a.m. on February 26, 2009 in RIMPA-Lincoln.**

**II. Roll call**

**Colonel McCartney took a roll call. The following persons were absent: Chief Anthony Pesare, Lieutenant Ernest Quarry and Mr. Robert Driscoll. The following persons were present: Stephen M. McCartney, Chief George L. Kelley, III, Trooper Derek Borek (on behalf of Lt. Quarry as so designated), Chief Anthony J. Silva, Mr. Richard B. Woolley, Esq., Captain David Ricciarelli, Class Training Officer David DelBonis, and Donna Lavallee.**

### **III. Approval of the minutes**

**Colonel McCartney asked for approval of the minutes from the last meeting dated December 4, 2008. Chief Kelley made a motion to accept the minutes; Trooper Borek seconded the motion. After no further discussion and all in favor (3-0), the minutes were accepted.**

### **IV. Update on current 110th Session, 2009-I recruit class**

**Class Training Officer David DelBonis stated that the Recruit class is due to graduate on March 13th. There are no major problems and, in fact, he has received a lot of good compliments from instructors both on and off campus as to the sharpness of the recruit class.**

### **V. Updates on the following:**

#### **“The Institution on Community Policing and Cultural Diversity”:**

**Chief Silva stated that this grant is moving along – it’s a little behind due to personnel shortages here at the Academy but he expects that we will be caught up soon. Roger Williams University has the Needs Assessment and he has gotten good feedback from the Chiefs who are reviewing that. Once he has received them back, they will go out to Survey Monkey. He is looking for approximately 500 officers to respond to the survey.**

#### **“Byrne Grant”**

**Captain Ricciarelli is now the coordinator of the Grant and he stated that he was contacted by the Justice Commission about the '05 Grant monies and has submitted the supplemental grant. We are planning**

some unique training from the 05 and 06 grants two of which will be offered by Combat Lock-up Systems. The 05 supplemental will also bring us up to date with in-service trainings, etc. The 06 is moving along very quickly as well.

#### **“Job Task Analysis”**

Director Silva explained that the Job Task Analysis is a three-phase project. The first phase which entailed the surveys was a huge success. From the surveys, there have been approximately 750 tasks identified. Phase 3 is underway now, which is the end result. We expect the process to be completed by April. Capt. Ricciarelli explained Phase 2, which was the Medical Standards portion. Val Lubans met with two doctors last week: Dr. Pickett (RISP) and Dr. Greene (Trust). Three additional medical physicians will review the standards and they will all be part of the “Medical Review Board”.

#### **“Law Enforcement Highway Safety Coordinator”**

Chief Silva explained that this is the position which was previously held by Colonel Sullivan and housed at the Rhode Island State Police. He has been working for over a year to establish that consultant position here at the Academy. He just received the grant back approved and now the job will be posted by ADIL. Once the applicant pool is back, he will notify Colonel McCartney and the Director will conduct the screening and selection process.

#### **“Staff vacancy/Training Officer”**

Chief Silva explained that Glen Shibley has been gone since last August and we are trying to move ahead with only two bodies and the fortunate presence of Officer DelBonis for the entire last class.

However, it is almost impossible to run three back-to-back academy classes with only two FTE's, one being the Director. The days are long and someone has to be here all the time when the recruits are in session, not to mention that Vacation time is getting piled up because no one can take days off. For the upcoming class, we are going to bring in three officers for 5 weeks/each. We have called the Vermont Training Academy for their Training Officer's program.

Chief Silva stated that he had met with Colonel Doherty this week to discuss this vacancy and explained the dire need of filling this vacancy. The Colonel was extremely helpful and supportive. They both found out during the meeting that this FTE position was removed by the Budget Office without any knowledge to either of them. He was directed to complete a Critical Needs Request to have the FTE position re-assigned to us. He will do that and submit it today. He asked if the POST would consider contacting Colonel Doherty and/or sending a formal letter stating that we cannot function properly without this position filled. Both Colonel McCartney and Chief Kelley were supportive of this and said they would draft a letter to the Colonel on our behalf.

Chief Kelley made a motion to draft a letter on the behalf of the Academy supporting filling the vacancy. Trooper Borek seconded the motion. After no further discussion, motion carries.

**"Approval of "Training Officer" manual"**

Chief Silva explained that we have put together a formal Training Officer Manual for the incoming Class Training Officers. He then passed a few out for review. After a review of the manual, Chief

Kelley made a motion to approve the Training Officer Manual and Trooper Borek seconded the motion. After no further discussion, motion carries.

**“Certification of non-sponsored officer candidates”**

The Director discussed that the Academy averages about 100 recruits/year, which leaves approximately 35 vacant seats in our classroom per year. In this current recruit class alone, we have 10 vacant seats. The incoming class promises only 10 recruits at this point. With the State’s financial crisis, he mentioned to Major Bannon about the possibility of a non-sponsored certification process. He was so interested that he scheduled a meeting for the next day with Colonel Doherty, who is also very interested in the idea.

Chief Kelley suggested that it has its definite pluses and minuses. On the plus side, it would answer the issues of the summer reserve officers in Charlestown, Westerly, etc. On the minus side, it may raise some concerns with the minority population. Colonel McCartney suggested maybe scholarships that could be made available from different groups. Mr. Woolley stated that this may need legislative approval. The statute states this is a State academy to provide cities and towns with trained individuals. He thinks it may need to be amended to include non-sponsored candidates. Chief Silva stated he had this discussion with Lisa Holly, Legal Counsel to DPS. In the 1960’s the Statute was enacted regarding the POST. In the 1990’s the Statute was enacted for DPS/RISP. Last year, however, when the DPS was formed officially, it was enacted under a different statute. He would like to get this accomplished through a Budget

article, not a change in State legislature if possible. Mr. Woolley suggested if we do this, the Academy Rules & Regulations should include certain requirements. The Director stated he would put together a complete manual to be approved by the Commission and all answers would be contained therein (i.e., discipline, etc.). Trooper Borek asked about the fee and the Director stated he would like to see one total fee, which would be all inclusive of uniforms, books, ammo, psychs, etc. Mr. Woolley then asked about the three year rule and Capt. Ricciarelli stated that there would be plenty of latitude for remedial training.

#### **VI. Request by W. Warwick Police for review of psychological assessment-Officer Jonathan Caldwell**

Colonel McCartney stated that a letter was received from Chief Villa regarding Officer Caldwell. The West Warwick Police Department determined that the officer had not been given a psychological test as part of the police officer recruitment process because he had a psychological given to him as a Dispatcher. The then Police Chief, Chief Brousseau, thought that was sufficient. It later came up as part as a discipline action to this officer and Chief Villa brought it up. Chief Kelley would like to be recused from the vote. Trooper Borek made a motion to approve a Psychological test be given for West Warwick Officer Caldwell, Colonel McCartney seconded the motion.

**All in favor, 2; all opposed, 0. With no further discussion, the motion carries.**

## **VII. Appointment of Steering Committee-School of Community Policing & Cultural Diversity**

**Chief Silva is recommending the following to form a Steering Committee: Maria Cruz, Gary Dias, Lt. Will Hill, Toby Ayers and Mike Evora. Chief Kelley made a motion to accept the formation of this committee; Trooper Borek seconded the motion. With no further discussion, the motion carries 3-0.**

## **VIII. Old Business**

**Chief Kelley stated he was contacted by Chief Randall regarding some questions on the three-year rule. Chief Silva stated a letter was sent to all Chiefs last year regarding this and was entitled “Non permanent members of the Police Department.**

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## **IX. New Business:**

**Chief Silva stated that he had a discussion with the Mayors of the Blackstone Valley regarding their plans to consolidate their Communications Center. They had a meeting with the President of CCRI and it was very positive. FEMA would fund this Communications Center and the Chief asked if they thought FEMA would be interested in an additional partner - - the Academy. We would need three classrooms and office space and we would be the “3rd leg” to this project. They felt that FEMA would be conducive to this idea. Colonel McCartney encouraged the Director to continue to evaluate this option.**

**Colonel McCartney stated he received an e-mail from Homeland Security and forwarded it to Chief Silva regarding certification for continuing education. Chief Silva stated that he has made a call to Chief Smith and they definitely want to collaborate with us. He will follow up with that discussion.**

## **X. ADJOURMENT**

**Chief Kelley made a motion to adjourn the POST meeting of February 26, 2009. Trooper Borek seconded the motion. Meeting was adjourned at 11:23a.m.**

**Minutes submitted by: Donna M. Lavalley, Administrative Assistant**